

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



PHONE: 860-442-0553
www.waterfordct.org

AGENDA
REPRESENTATIVE TOWN MEETING
REGULAR MEETING
Monday, June 1, 2026
7:00pm – Waterford Town Hall

- A. Pledge of Allegiance
- B. Roll Call
- C. To consider and act upon the minutes of the May 4, 6, 11 & 13, 2026 Annual Budget & Special Meeting
- D. Correspondence
- E. Public Comment
- F. Committee reports and referrals
- G. Appointee & Liaison updates
- H. Transaction of Business on the Call:
 - 1. Presentation: Waterford Utility Commission annual update
 - 2. To consider and act upon a recommendation from the Finance, Wage and Personnel Standing Committee to establish a predictable and legally compliant schedule for 1.5% salary increases for elected officials serving four-year terms.
 - 3. To authorize the RTM Moderator to ask the First Selectman to notify the Director of Human Resources that the 1.25% salary increases for all elected officials currently scheduled for July 1, 2026, should not be implemented as they would be in violation of Connecticut Constitution Amendment Article XIX.
- I. New Business
- J. Adjournment

RECEIVED FOR RECORD
WATERFORD, CT
2026 MAY 21 11 A 9:06
ATTEST: *[Signature]*
TOWN CLERK

MODERATOR'S REPORT

Representative Town Meeting

June 1, 2026

Matters Currently in Standing Committees

LEGISLATION & ADMINISTRATION

Review how the RTM considers recommendations for committee assignments,
RTC 06/06/22

Review of a "Public Comment Ordinance" RTC 02/06/23

Review of Chapter 2.50 Ethics Commission of the Waterford Code of Ordinances,
RTC 10/07/24

EDUCATION

FINANCE, WAGE & PERSONNEL

Review of Ordinance 3.17 Fleet Management, RTC 08/04/25

CIP Approval Process Pilot Program, RTC 06/02/25

Salaries of Elected Officials, RTC 12/02/24

PUBLIC HEALTH, RECREATION & ENVIRONMENT

Review of Chapter 12.2, RTC 10/06/25

PUBLIC PROTECTION & SAFETY

Review of assigned duties to the Director of Fire Services, RTC 06/03/24

Street Takeovers and Enforcement Cameras, RTC 08/04/25

Review of Ordinance Chapter 9.08 – Mass Gatherings, RTC 02/02/26

First Responders' Survivors Benefits, RTC 02/03/2025

PUBLIC WORKS, PLANNING & DEVELOPMENT

Short Term Rentals, RTC 12/06/21

Fair Rent Commission, RTC 04/06/26

RTC: referred to committee

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PHONE: 860-442-0553
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C

RECEIVED FOR RECORD
WATERFORD, CT
2026 MAY 18 A 10:10
ATTEST: David L. Campo
TOWN CLERK

MINUTES
REPRESENTATIVE TOWN MEETING
Annual Budget Meeting & Special Meeting
May 4, 6, 11 and 13, 2026

Moderator Susan Driscoll called the Annual Budget Meeting & Special Meeting of the Representative Town Meeting to order on May 4, 2026, at 7:00 P.M.

PLEDGE OF ALLEGIANCE

ROLL CALL

ROLL CALL

PRESENT: Kyrar Augmon-Bossa, Jim Bartelli, JoAnna Bennett, Steve Besade, Guy Calkins, Erica Casper, Mary Childs, Timothy Condon, Susan Driscoll, Kathleen Elbaum, Tim Floravanti, Paul Goldstein, Kristin Gonzalez, Narciss Greene, Lindsay Khan, Kate MacKenzie (Speaker phone), Ursula Moreshead, Kathy Mullen Kohl, Ted Olynciw, Ocean Pellett, Danielle Steward-Gelinas, David Sugrue, Tim Sullivan, Julie Watson Jones

ABSENT: Emmy Franklin, Kayla Mullen

EX-OFFICIO MEMBERS PRESENT: First Selectman Robert J Brule, Selectman Richard Muckle, Board of Finance Chair Glenn Patterson, Board of Education Chair Deborah Roselli Kelly

EX-OFFICIO MEMBERS ABSENT: Selectman Greg Attanasio

ALSO PRESENT: Town Clerk David L. Campo, Town Attorney Kristi Kelly, Director of Finance Kim Allen

AGENDA ITEM C – April 6, 2026 Minutes

MOTION by Steward-Gelinas, seconded by Mullen Kohl, to accept the April 6, 2026 Meeting Minutes as presented.

MOTION PASSED: 22-0-1 (Sugrue abstained)

CORRESPONDENCE

The following correspondence was received: A General Government Staffing Roster/Summary from Director of Human Resources Christine Walters.

An email from resident Taylor Studer in support of the Waterford Public Library budget. (See attachment)

RTM Member Augmon-Bossa arrived

PUBLIC COMMENT

Helen Kwasniewski, 227 Bloomingdale Rd, spoke in favor reducing the budget and voiced her concerns in regard to operations of the town and the effect on senior citizens.

The following members of the public spoke in favor of the Board of Education budget and the

importance of smaller class sizes: Michelle Pillman, 34 Twin Lakes Dr; James Nicholas, 15A Shore Rd; Monica Wiggins, 1 Farmstead Ln; Alix Meyenberg, 58 Scotch Cap Rd. Joshua Steele Kelly, 6 Marlin Dr., spoke first as CEO of TVCCA as to what they do and in support of the budget the town has designated to go to TVCCA. Also, as a resident he spoke in favor of the Board of Education budget. Jennifer Keatley, 54 Niantic River Rd, resident and Executive Director of United Cerebral Palsy of Southeastern Connecticut spoke in favor of the budget under Social Services Grants for the United Cerebral Palsy of Southeastern Connecticut.

PROCEDURAL MATTERS

The Annual Budget Meeting is, in fact, an ongoing meeting called to order on May 4, 2026, recessed, then continued on May 6, May 11, and May 13, only to be adjourned after final action on May 13, 2026. Consideration of the Budget by department/agency follows the posted schedule.

CALL ITEM 1 – Board of Education and General Fund Budget

Consideration and action upon the General Fund Budget, which includes both Board of Education and General Government Budgets for the Fiscal Year July 1, 2026, through June 30, 2027, as recommended by the Board of Finance, and as may be modified by the determination of the Representative Town Meeting.

STANDING MOTION by Majority Leader Childs, seconded by Minority Leader Steward-Gelinas, to offer a standing motion to move each proposed budget for consideration in the order specified in the hearing schedules, with approvals at the series subtotal and the department total levels, with the understanding that all totals are considered tentatively approved until final action is taken at the end of our budget hearing.

VOTING IN FAVOR: Unanimous

SOCIAL SERVICES GRANTS/MISC (10120) \$122,825

MOTION PASSED: Unanimous

PUBLIC HEALTH NURSING SERV (10133) \$17,280

PRESENTATION: Yale New Haven Health-Health at Home-Southeast Director Karen DeSantis

MOTION PASSED: Unanimous

CONSERVATION OF HEALTH (10132) \$160,368

PRESENTATION: Ledge Light Health District Director Jennifer Muggeo

MOTION PASSED: 25-0-1 (Goldstein abstained)

BOARD OF EDUCATION (10160) \$62,640,629

PRESENTATION: Board of Education Chair Deb Roselli Kelly, Superintendent of Schools Thomas Giard, BOE Director of Finance Joseph Mancini presented the details of the budget and stood for questions. Lengthy discussion ensued.

MOTION PASSED: 23-0-3 (Childs, Gonzalez, and Fioravanti abstained)

Recess at 9:51 P.M.

CALL TO ORDER

The Annual Budget Meeting of the Representative Town Meeting was resumed and called to order at 7:00 P.M. on Wednesday, May 6, 2026, by Moderator Driscoll.

PLEDGE OF ALLEGIANCE

ROLL CALL

PRESENT: Kyrrah Augmon-Bossa, Jim Bartelli, JoAnna Bennett, Steve Besade, Guy Calkins, Erica Casper, Mary Childs, Susan Driscoll, Kathleen Elbaum, Tim Fioravanti, Paul Goldstein, Kristin Gonzalez, Narciss Greene, Lindsay Khan, Kate MacKenzie (Speaker phone), Ursula Moreshead, Kathy Mullen Kohl, Ted Olynciw, Ocean Pellett, Danielle Steward-Gelinas, David Sugrue, Tim Sullivan, Julie Watson Jones

ABSENT: Timothy Condon, Emmy Franklin, Kayla Mullen

EX-OFFICIO MEMBERS PRESENT: First Selectman Robert J Brule, Selectman Richard Muckle, Board of Finance Chair Glenn Patterson, Board of Education Chair Deborah Roselli Kelly

EX-OFFICIO MEMBERS ABSENT: Selectman Greg Attanasio

ALSO PRESENT: Town Clerk David L. Campo, Town Attorney Kristi Kelly, Director of Finance Kim Allen

PUBLIC COMMENT

None

CORRESPONDENCE

None

ETHICS COMMISSION (10143) \$900

MOTION PASSED: Unanimous

REGISTRARS OF VOTERS (10102) \$126,410

PRESENTATION: Democratic Registrar of Voters Bigi Ebbin, Republican Registrar of Voters Patricia Waters

MOTION PASSED: 20-0-1 (Watson Jones abstained)

HUMAN RESOURCES DEPARTMENT (10145) \$256,477

PRESENTATION: Director of Human Resources Christine Walters

MOTION PASSED: Unanimous

RTM Member Sugrue arrived

YOUTH & FAMILY SERVICES BUREAU (10119) \$292,078

PRESENTATION: Director of Human Services Dani Gorman, Human Services Coordinator Heidi McSwain, Administrative and Intake Specialist Mindy Stone

MOTION PASSED: Unanimous

SENIOR CITIZENS COMMISSION (10135) \$528,682

PRESENTATION: Director of Human Services Dani Gorman, Assistant Director Terry Wheeler, Human Services Coordinator Heidi McSwain

MOTION PASSED: Unanimous

BOARD OF ASSESSMENT APPEALS (10105) \$5,693

PRESENTATION: Assessor Paige Walton

MOTION PASSED: Unanimous

RTM Member Greene arrived

ASSESSOR (10104) \$339,196

PRESENTATION: Assessor Paige Walton

MOTION PASSED: 21-0-2 (Childs, Khan abstained)

CONTINGENCY (10121) \$285,000

PRESENTATION: Director of Finance Kim Allen

MOTION PASSED: Unanimous

DEBT SERVICE (10139) \$7,922,996

PRESENTATION: Director of Finance Kim Allen

MOTION PASSED: Unanimous

RETIREMENT COMMISSION (10116) \$6,112,411

PRESENTATION: Retirement Commission Chair Susan Driscoll

MOTION PASSED: 20-3-0 (Casper, Childs, and Driscoll voted against)

INSURANCE (10112) \$5,863,439

PRESENTATION: Director of Finance Kim Allen

MOTION PASSED: Unanimous

TOWN CLERK (10109) \$271,688

PRESENTATION: Town Clerk David L. Campo, CCTC

MOTION PASSED: Unanimous

REPRESENTATIVE TOWN MEETING (10117) \$17,802

PRESENTATION: RTM Moderator Susan Driscoll

MOTION PASSED: 20-3-0 (Bennett, Childs, and Driscoll voted against)

Recess at 9:11 P.M.

CALL TO ORDER

The Annual Budget Meeting of the Representative Town Meeting resumed at 7:00 P.M. on Monday, May 11, 2026, with the call to order by Moderator Driscoll.

PLEDGE OF ALLEGIANCE

ROLL CALL

PRESENT: Jim Bartelli, JoAnna Bennett, Steve Besade, Guy Calkins, Erica Casper, Mary Childs, Susan Driscoll, Kathleen Elbaum, Tim Fioravanti, Emmy Franklin, Paul Goldstein, Narciss Greene, Lindsay Khan, Kate MacKenzie (Speaker phone), Ursula Moreshead, Kathy Mullen Kohl, Ted Olynciw, Ocean Pellett, Danielle Steward-Gelinas, David Sugrue, Tim Sullivan, Julie Watson Jones

ABSENT: Kyrah Augmon-Bossa, Tim Condon, Kristin Gonzalez, Kayla Mullen

EX-OFFICIO MEMBERS PRESENT: First Selectman Robert J Brule, Board of Finance Chair Glenn Patterson
EX-OFFICIO MEMBERS ABSENT: Selectman Greg Attanasio, Selectman Richard Muckle, Board of
Education Chair Deborah Roselli Kelly
ALSO PRESENT: Town Clerk David L. Campo, Town Attorney Kristi Kelly, Director of Finance Kim Allen

CORRESPONDENCE

None

PUBLIC COMMENT

None

MOTION by Childs, seconded by Olynciw, to suspend the rules and alter tonight's schedule so that Public Works immediately follows Building Maintenance and move Recreation and Parks ahead of Building Maintenance.

MOTION PASSED: Unanimous

ZONING BOARD OF APPEALS (10115) \$4,310

PRESENTATION: Planning Director Mark Wujtewicz

MOTION PASSED: Unanimous

ECONOMIC DEVELOPMENT COMMISSION (10113) \$25,407

PRESENTATION: Planning Director Mark Wujtewicz

MOTION PASSED: 21-0-1 (Mullen Kohl abstained)

CONSERVATION COMMISSION (10114) \$18,250

PRESENTATION: Planning Director Mark Wujtewicz, Environmental Planner Maureen Fitzgerald

MOTION PASSED: Unanimous

PLANNING & ZONING COMMISSION (10110) \$699,654

PRESENTATION: Planning Director Mark Wujtewicz; Environmental Planner Maureen Fitzgerald

MOTION PASSED: Unanimous

FLOOD & EROSION CONTROL BOARD (10141) \$1,104

PRESENTATION: Planning Director Mark Wujtewicz

MOTION PASSED: 21-0-1 (MacKenzie abstained)

BUILDING DEPARTMENT (10118) \$355,537

PRESENTATION: Planning Director Mark Wujtewicz, Building Official Steve Cardelle

MOTION PASSED: Unanimous

RECREATION & PARKS COMMISSION (10137) \$1,608,405

PRESENTATION: Director of Recreation and Parks Ryan McNamara, Assistant Director Tim Ceiplik

MOTION PASSED: 20-0-2 (Childs and Sugrue abstained)

BUILDING MAINTENANCE (10111) \$1,217,876

PRESENTATION: Director of Public Works Gary Schneider, Office Coordinator Sandy Kenniston

MOTION PASSED: Unanimous

PUBLIC WORKS DEPARTMENT (10130) \$5,312,218

PRESENTATION: Director of Public Works Gary Schneider, Office Coordinator Sandy Kenniston

MOTION PASSED: Unanimous

BOARD OF SELECTMEN (10101) \$207,470

PRESENTATION: First Selectman Robert Brule

MOTION PASSED: Unanimous

Recess at 9:25 P.M.

CALL TO ORDER

The Annual Budget Meeting of the Representative Town Meeting resumed at 7:03 P.M. on Wednesday, May 13, 2026, with the call to order by Moderator Driscoll.

PLEDGE OF ALLEGIANCE

ROLL CALL

PRESENT: Jim Bartelli, JoAnna Bennett, Steve Besade, Guy Calkins, Erica Casper, Mary Childs, Timothy Condon, Susan Driscoll, Kathleen Elbaum, Tim Fioravanti, Emmy Franklin, Paul Goldstein, Kristin Gonzalez, Narciss Greene, Lindsay Khan, Kate MacKenzie (Speaker phone), Ursula Moreshead, Kathy Mullen Kohl, Ted Olynciw, Ocean Pellett, Danielle Steward-Gelinas, Tim Sullivan, Julie Watson Jones

ABSENT: Kyrach Augmon-Bossa, Kayla Mullen, David Sugrue

EX-OFFICIO MEMBERS PRESENT: First Selectman Robert J Brule, Board of Finance Chair Glenn Patterson, Board of Education Chair Deborah Roselli Kelly

EX-OFFICIO MEMBERS ABSENT: Selectman Greg Attanasio, Selectman Richard Muckle

ALSO PRESENT: Town Clerk David L. Campo, Town Attorney Nicholas Kepple, Director of Finance Kim Allen

PUBLIC COMMENT

None

CORRESPONDENCE

A letter from Waterford Professional Firefighters Local 4629 President Eric Pawlak in support of the Fire Services budget. Two items from resident Joshua Steele Kelly in support of the Board of Education budget, an increase to the elected officials' salaries, and the need for a Charter Review Commission. (See attachments)

TAX COLLECTOR (10106) \$233,609

PRESENTATION: Tax Collector Alan Wilensky

MOTION PASSED: 21-0-1 (Fioravanti abstained)

WATERFORD PUBLIC LIBRARY (10136) \$1,045,991

PRESENTATION: Library Director Christine Johnson, Library Board of Trustees President Miriam Furey-Wagner

MOTION PASSED: Unanimous

FINANCE DEPARTMENT (10107) \$805,507
PRESENTATION: Director of Finance Kim Allen
MOTION PASSED: Unanimous

BOARD OF FINANCE (10103) \$86,406
PRESENTATION: Board of Finance Chair Glenn Patterson
MOTION PASSED: Unanimous.

LEGAL DEPARTMENT (10108) \$295,000
PRESENTATION: Town Attorney Nicholas Kepple
MOTION PASSED: 21-0-1 (Fioravanti abstained)

EMERGENCY MANAGEMENT (10122) \$1,270,180
PRESENTATION: Director of Emergency Management Stephen Sinagra
MOTION PASSED: Unanimous.

FIRE SERVICES (10123) \$4,345,218
PRESENTATION: Director of Fire Services Christopher Haley
MOTION PASSED: 21-0-1 (Sullivan abstained)

POLICE COMMISSION (10129) \$7,307,124
PRESENTATION: Chief of Police David Ferland, Lieutenant Andrew Farrior, Lieutenant Nicole VanOverloop, Lieutenant Patrick Flanagan, Office Coordinator Diane Driscoll
MOTION PASSED: Unanimous.

INFORMATION TECHNOLOGY (10147) \$1,380,069
PRESENTATION: Information Technology Manager Jeff Robillard
MOTION PASSED: Unanimous

CURRENT YEAR CAPITAL IMPROVEMENTS (10138) \$3,364,490
PRESENTATION: First Selectman Robert Brule
MOTION PASSED: Unanimous

TRANSFERS TO CAPITAL AND NON-RECURRING EXPENDITURE (10140) \$816,971
PRESENTATION: First Selectman Robert Brule
MOTION PASSED: Unanimous

FINAL ACTION

GENERAL GOVERNMENT OPERATIONS \$40,619,584
MOTION by Childs, seconded by Steward-Gelinas, to approve the General Government Operations Budget in the amount of \$40,619,584.
MOTION PASSED: Unanimous

RTM Member Greene arrived

TOTAL CAPITAL and DEBT SERVICE \$12,104,457

MOTION by Childs, seconded by Steward-Gelinas, to approve the Total Capital and Debt Service Budget in the amount of \$12,104,457.

MOTION PASSED: Unanimous

TOTAL TOWN BUDGET (Operating, Capital and Debt) \$52,724,041

MOTION by Childs, seconded by Steward-Gelinas, to approve the Total Town Budget in the amount of \$52,724,041

MOTION PASSED: Unanimous.

BOARD OF EDUCATION: (10160) \$62,640,629

MOTION by Steward-Gelinas, seconded by Moreshead, to approve the Board of Education Budget in the amount of \$62,640,629

MOTION PASSED: 20-0-3 (Childs, Gonzalez, and Fioravanti abstained)

TOTAL BUDGET FISCAL YEAR 2027 \$115,364,670

MOTION by Childs, seconded by Steward-Gelinas, to approve a Total Budget for Fiscal Year 2027 in the amount of \$115,364,670

MOTION PASSED: Unanimous

CALL ITEM 2 – Tax Payment Schedule.

MOTION by Childs, seconded by Steward-Gelinas, to establish the schedule of tax payments for real estate, personal property and motor vehicle tax bills for the next fiscal year as presented. (See Attachment)

VOTING IN FAVOR: Unanimous.

CALL ITEM 3 – Revaluation Services

PRESENTATION: Town Assessor Paige Walton

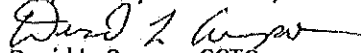
MOTION by Childs, seconded by Steward-Gelinas, to approve a request from the Board of Finance to move \$28,000 from designated budget Line #10140-57639 (Transfers to Cap & NRE Funds) to appropriated Line # 20501-57639 (CNR Revaluation) for Phase 1 of the revaluation services (restricted appraisal).

VOTING IN FAVOR: Unanimous.

MOTION by Condon, seconded by Steward-Gelinas, to adjourn at 8:45 P.M.

VOTING IN FAVOR: Unanimous

Respectfully submitted,



David L. Campo, CCTC

Waterford Town Clerk

David Campo

From: taylorsimoes@gmail.com
Sent: Sunday, May 3, 2026 8:29 PM
To: David Campo
Subject: Library fy2027 budget

CAUTION: This email originated from outside of the organization.
Do not click links or open attachments unless you recognize the sender's email address and know the content is safe.

Hi!

I am a Waterford resident and I am writing this email to voice my support for the library's 2027 budget. I would love to see more programs for babies. Currently the library offers a baby specific story time once a month, I strongly believe offering this or a similar program more frequently would benefit parents of Waterford by providing community. As a stay at home parent to an infant I find our town to be lacking in opportunity to create community with similar aged children therefore I have enrolled in programs out of town to aide in that. I believe baby programs are an untapped avenue in Waterford that is well worth investing in.

Sincerely,

Taylor Studer

4 Whaling Dr

Sent from my iPhone

RECEIVED FOR RECORD
WATERFORD, CT
2026 MAY - 4 1 A 9 31
ATTEST: *David J. Lange*
TOWN CLERK

To the Valued Members of the RTM,

I write on behalf of the officers and members of Waterford Professional Firefighters Local 4629 to respectfully request your support in approving the proposed FY2027 Fire Services budget being presented this evening.

As you are aware, as of April 13th we began staffing a third fire station (Station 4) 24 hours a day, 7 days a week, 365 days a year. This was a necessary and positive step to expand coverage across the town, improve response times, and maintain consistent service delivery for our residents and visitors.

To facilitate this transition, personnel were redistributed, resulting in a temporary reduction in apparatus staffing—from two units staffed with three FF/EMTs each, to two units staffed with two FF/EMTs and one unit with three FF/EMTs. This proposed budget includes the hiring of three additional FF/EMTs, which will restore staffing levels to two units operating with three-person crews.

The effectiveness of three-person crews is well documented. A landmark study by the National Institute of Standards and Technology demonstrated that three-person crews complete critical fire ground tasks significantly faster than two-person crews. These tasks include stretching initial hose lines, conducting simultaneous search and rescue operations, and performing coordinated ventilation. Additionally, three-person staffing is the minimum recommended crew size to effectively perform "Pit Crew CPR," a method designed to maximize survival rates by assigning specific, coordinated roles that ensure continuous, high-quality chest compressions with minimal interruption during cardiac arrest events.

Also included in this budget is the creation of an Assistant Chief position. This role is essential to strengthening the department's leadership capacity in both administrative and operational areas. Establishing this position reflects the town's commitment to meeting the increasing demands placed upon the department, both now and in the future.

In summary, as the Town of Waterford continues to grow, so too must its fire service. This includes not only maintaining appropriate daily staffing levels but also ensuring strong leadership to meet evolving challenges. We believe this proposed budget is a fair and accurate reflection of the department's needs and our ongoing commitment to serving the community with honor, pride, and professionalism.

Thank you for your time and for your continued dedication to the residents of our community.

Respectfully,



Erik D. Pawlak
President
Waterford Professional Firefighters Local 4629

RECEIVED FOR RECORD
WATERFORD, CT
2026 MAY 12 | A 10:02
ATTEST: 
TOWN CLERK

Joshua Steele Kelly

6 Marlin Drive
Waterford, CT 06385

Resident
Waterford, CT

E: joshuasteelkelly@gmail.com
P: 860-912-7624

May 13, 2026

Representative Town Meeting
Waterford Town Hall
15 Rope Ferry Road
Waterford, CT 06385

RECEIVED FOR RECORD
WATERFORD, CT
2026 MAY 13 11:05
ATTEST: *David H. Lawrence*
TOWN CLERK

To Whom It May Concern,

I am writing today in response to the fact that our elected officials, including our Tax Collector, Treasurer, and Town Clerk, are receiving minimal increases in this year's budget.

While we all want to save money and have lower taxes, we also want to keep our very qualified, distinguished, and high-quality officials in their seats, attract candidates perennially to continue to run for such seats, and we want them to live comfortably - not in wild abundance, but comfortably. The current way that our town grants increases to these individuals is not keeping up with the average inflation rate of 3.6% since the pandemic hit in 2020, meaning our elected officials (receiving just 1.25% this year) are effectively receiving a cut to their salary each year.

Unfortunately, as a Representative Town Meeting (RTM), your hands are largely tied by actions taken before you were elected, the Connecticut State Constitution, and our form of government:

Before you were elected, in February 2022, the RTM voted to routinely increase the salaries of elected officials by the lowest of the following criteria:

- The percentage increase of the CPI-U from July of the preceding fiscal year;
- One-half (50%) of the percentage increase approved for non-union management; or
- One point five percent (1.5%)

The Connecticut State Constitution (Article XI, Section 2) reads: "Except as provided in this section, neither the state nor any political subdivision of the state shall pay or grant to any elected official of the state or any political subdivision of the state, any compensation greater than the amount of compensation set at the beginning of such official's term of office for the office which such official holds or increase the pay or compensation of any public contractor above the amount specified in the contract. The provisions of this section shall not apply to elected officials in towns in which the legislative body is the town meeting. The compensation of an elected official of a political subdivision of the state whose term of office is four years or more may be

increased once after such official has completed two years of his term by the legislative body of such political subdivision. The term "compensation" means, with respect to an elected official, such official's salary, exclusive of reimbursement for necessary expenses or any other benefit to which his office would entitle him."

Lastly, our form of government is one that embraces elected officials over appointed officials. In other town governments around the state, the positions of Treasurer, Tax Collector, Town Clerk, and CEO (First Selectman for us now, usually called a Town Manager when hired) are all hired on a professional basis.

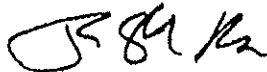
The current rate of increase, as established by the RTM in 2022, is explicitly and specifically designed to ensure that the smallest increase possible is given to our elected officials. In fact, it is explicitly designed to NEVER exceed the rate of inflation and more often than not will be an increase that falls below the inflation rate, meaning the compensation is constantly getting less and less competitive. This is not the way to ensure that the pay of the positions remains competitive and fair to those that are serving our community in a steadfast manner. Furthermore, we continue an arcane and outdated tradition of politically electing positions, including at the very least Treasurer, Town Clerk, and Tax Collector, that are not administered on a political basis, and the practice should be changed.

I ask that the Representative Town Meeting:

1. Amend the rates of compensation to read that the highest of the above-listed three criteria is adopted for elected official annual increases, which will ensure that our elected officials are always receiving increases at least in line with the consumer price index (CPI); and
2. Demand that the Board of Selectmen open the Charter for revision to ensure that we are keeping up with modern practices and securing non-partisan appointment practices for positions that should be and are, in fact, non-partisan.

Regarding item #2 listed above, I have included an appendix of items that I believe require immediate attention from a Charter Revision Commission, all of which increase the need for such a Commission to be convened.

Respectfully submitted,



Joshua Steele Kelly

Appendix A: Items for Possible Consideration by the 2026 Charter Revision Commission

- 2.1.5: The term "town office" is nebulous at best and should be clarified to say "elected town office," as other parts of the Charter seems to allow vacancies for some appointed positions to be filled by the Representative Town Meeting.
- 2.1.7: Runoff elections are expensive. Other towns use a coin flip to reduce cost. It would be ideal to future-proof this section to allow for ranked-choice voting to allow for instant runoff calculations to occur.
- 3.1.4: We have an overabundance of members on the Representative Town Meeting currently. Devising a way to proportionately assign a set number of officials between the set voting districts may be a way to ensure proportional representation based on population size while avoiding the never-ending growth of the RTM.
- 3.1.5 - 3.1.6: To allow for greater continuity on the Town's legislature, it may be wise to move the election of these individuals to staggered four-year terms.
- 3.1.7: Here and in all other sections where it may occur, "Elector" needs to be clearly defined. Is it a registered voter? If so, that fact must be articulated.
- 3.1.9a: The portion of this section regarding ballot access by petition is contrary to state law; state law only requires 1% of the number of people who voted for a given position in the last election to have to sign a petition to get a person on the ballot for that petition. That number is generally less than 100. As such, this requirement should be struck from the Charter.
- 3.1.9a: The sentence reading "no signature on a petition shall be valid or counted if the signer thereof shall have signed other petitions on file with the town clerk for more than the number of candidates which a political party may nominate under this charter for the district wherein such signer shall reside" is both hard to track and is a limitation of the democratic process; there is no direct benefit or rationale for this provision aside from making it harder for residents to run for office. It should be eliminated.
- 3.1.9b: It is likely that this provision is already required by state law and should be eliminated to avoid redundancy or conflicting language.
- 3.1.9c: This provision is already required by state law and should be eliminated to avoid redundancy or conflicting language.
- 3.1.9g: This provision allows people who may not have the support of a majority of voters to win elections; it would be advisable from a democratic perspective to future-proof this clause to allow for ranked-choice voting.
- 3.1.10: This provision does not successfully account for individuals elected outside of a recognized political party and does not provide any checks and balances between the legislative and executive branches. I would recommend this be amended to state that the three nominations shall be made by the First Selectman and that the nominees must be from the same registered party affiliation (including unaffiliated) as the person who has vacated the seat.

- 3.1.11: All clauses in the Charter should be updated to future-proof the document from changes to state law that would allow notices to be placed online and not strictly in the newspaper.
- 3.1.13: As a means of providing a greater check and balance on the legislature, emergency legislation should only be able to be enacted when a Declaration of Emergency is issued by the Governor or municipal CEO.
- 3.1.14a: 5% of the number of elected voters in town is roughly 700 people; that is too many signatures for anyone to reasonably obtain in such a short time. I recommend this number be reduced to either 3% or 500 people.
- 3.2.1: I believe a three-person Board of Selectmen is simply too small to be effective for anything other than rubber-stamping the will of the First Selectmen. I recommend that the Board of Selectmen be expanded to a seven-person body with staggered elections.
- 3.2.1: In the event changes are made to the CEO position, the last sentence in this section may be changed to include "Chair of the Board of Selectmen."
- 3.2.3: Conversion of the position of Chief Executive Officer from an elected role to a hired role (Town Manager), given that the growing needs of the town and the technical skills required of a municipal Chief Executive continue to rise to a point of requiring a trained professional to manage the role; the hiring of a Chief Executive also helps eliminate politics from the executive office. If this change is made, such Executive Powers would generally lie with the Town Manager, though the First Selectperson would continue to have powers of their own. In order to achieve continuity, I believe the current First Selectperson would be best suited to be automatically appointed as the first Town Manager with the first Town Manager search commencing following that position becoming vacant.
- 3.2.4 - 3.2.5: If the CEO position is amended, these items require refinement.
- 3.2.6b: there is a typo here, the first instance of the word "Board" should be removed.
- 3.3.1 - 3.3.4: I recommend that the Board of Finance be eliminated and that the responsibility of the Board of Finance be transferred to the expanded Board of Selectmen, especially if some of the responsibilities of the First Selectperson are transferred to a Town Manager.
- 3.3.5: This item is not one that needs to be enumerated within a Town's Charter.
- 3.4 - 3.6: Conversion of the positions of Town Clerk, Tax Collector, and Treasurer from elected roles to hired roles, given these positions do not execute their responsibilities in a partisan manner. To ensure continuity with the roles, I believe the current holder of this position would be best suited to be automatically hired to this role with the first search commencing following that position becoming vacant.
- 3.7, 3.9: Are these stipulations relevant given that state law articulates it well?
- 3.10 - 3.11: The Board of Assessment Appeals and the Zoning Board of Appeals are both best handled by qualified individuals; as such, it may be best to convert these from an elected to an appointed position.

- Chapter 4: Would it be better to convert some of these items to ordinance so they are more easily amended as needed?
- 5.3: I know from first-hand experience that the Inland Wetlands & Conservation Commission rarely have time to talk about conservation because they spend so much time talking about Inland Wetlands. I recommend that the Conservation Commission and Inland Wetlands Commission be separated, and that the Conservation Commission then be combined with the Recreation & Parks Commission.
- 5.7 - 5.9: These items should be appointed at the discretion of the municipal CEO and should not strictly be enumerated in the Charter.
- 5.13: Can this Board be combined with the Zoning Board of Appeals or another agency?
- 5.14: Should this provision be listed in the Town Charter?
- 5.19 - 5.20: These items should be appointed at the discretion of the municipal CEO and should not strictly be enumerated in the Charter.
- Additional Item: should the Charter revision process be enumerated in this document, and should Charter revision process be required to occur no less than every 10 years at minimum?

Joshua Steele Kelly

6 Marlin Drive
Waterford, CT 06385

Resident
Waterford, CT

E: joshuasteelkelly@gmail.com
P: 860-912-7624

May 13, 2026

Representative Town Meeting
Waterford Town Hall
15 Rope Ferry Road
Waterford, CT 06385

To Whom It May Concern,

I am writing to reiterate my comments about public school funding that I shared in-person at the RTM meeting on Monday, May 4, 2026.

I am not a parent, nor do I have any relatives or close connections that currently attend Waterford Public Schools. I do, however, want to live in a society where my neighbors, coworkers, friends, and even passersby are educated and have robust opportunities presented to them to lead an abundant life of their choosing. I wish for my tax dollars to support the endeavor of public education as I have described it.

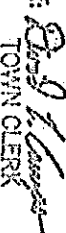
Furthermore, when I voted this past fall, I voted for candidates that purported to support education funding. So far, I am not feeling like some candidates elected this fall are truly committed to education funding; I feel cheated by that promise.

I ask that the RTM not only refrain from further cuts to the Board of Education's budget this year, but to maintain that commitment in future years.

Respectfully submitted,



Joshua Steele Kelly

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WATERFORD, CT
2026 MAY 13 1 P 1:29
ATTEST: 
TOWN CLERK

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



PHONE: 860-442-0553
www.waterfordct.org

To: Susan Driscoll, RTM Moderator
David Campo, Town Clerk

From: Alan Wilensky, CCMC
Waterford Tax Collector

Date: April 23, 2026

Subject: Tax Payment Schedule for Fiscal Year 2026 – 2027
For the RTM meeting agenda of May 13, 2026

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2026 APR 23 1 P 1:39
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TOWN CLERK

I have the following recommendations for the schedule of tax payments for Fiscal Year 2026– 2027:

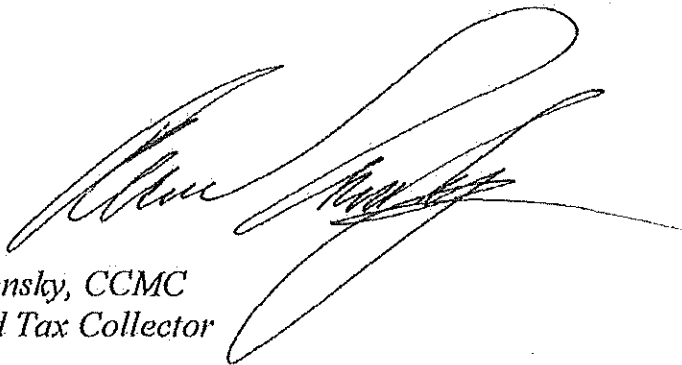
- Retain the two-payment system for Real Estate tax bills, providing for collections in July and January.
- Real Estate tax bills over \$100.00 would be collected in two equal installments, due July 1, 2026, and January 1, 2027.
- Real Estate tax bills of \$100.00 or less would be due in full July 1, 2026.
- Personal Property and Motor Vehicle tax bills would be due in full July 1, 2026.
- Motor Vehicle Supplemental tax bills will once again be created twice per fiscal year. Vehicles registered between October 2, 2025 and March 31, 2026 will be billed in July 2026. Vehicles registered between April 1, 2026 and September 30, 2026 will be billed in January 2027.

This collection schedule is recommended in order to keep the Town in compliance with Connecticut General Statutes 12-142, 12-144, and 12-144a.

Sec. 12-142. Installments; due date. The legislative body of each municipality, upon approving any budget calling for the laying of a tax on property, shall determine whether such tax shall be due and payable in a single installment or in two semiannual installments or in four quarterly installments and shall, unless otherwise provided by law, designate the date or dates on which such installment or installments shall be due and payable, subject to the provisions of section 7-383, in any municipality in compliance with requirements concerning the uniform fiscal year under chapter 110; provided the last installment of any such tax shall be due and payable not later than forty-five days before the end of the fiscal year in which the first installment thereof is due and payable, and provided any special tax shall be due and payable in a single installment. In case of failure of the legislative body to determine when such tax shall be due and payable or whenever the date on which such tax shall be due and payable has been determined, however, (1) the preparation and mailing of rate bills for such tax is delayed until after the date such tax is due or (2) such tax is not applicable to certain property until after the date such tax is due, such tax shall be due and payable, with respect to all property or property which becomes subject to tax after the date such tax is due, whichever is applicable, not later than thirty days following the date on which rate bills for such tax are mailed or handed to persons liable therefor. Except as otherwise provided by law, the several installments of a tax due in two or four installments shall be equal, but any taxpayer may pay two or more of such installments when the first is due.

Sec. 12-144. Payment of taxes of not more than one hundred dollars. Any property tax due in any municipality of this state in an amount not in excess of one hundred dollars shall be due and payable in a single payment when so determined by the appropriating body of such municipality.

Sec. 12-144a. Payment of tax on motor vehicles. Irrespective of the provisions of sections 12-142 and 12-144, the appropriating body of each municipality, upon approving any budget calling for the laying of a tax on property, shall determine whether such tax as it applies to motor vehicles shall be due and payable in a single installment.



Alan Wilensky, CCMC
Waterford Tax Collector

No Backup Provided

1

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



ATTEST: *David I. Campo*
TOWN CLERK

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2025 MAY 19 P 3:44

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442-0553
www.waterfordct.org

SALARIES OF ELECTED OFFICIALS (RTC 12/02/24)
COMMITTEE REPORT
FINANCE, WAGE & PERSONNEL STANDING COMMITTEE OF THE RTM

Requests for consideration of this issue and all documents referenced in deliberations can be found with FWP agendas and minutes at www.waterfordct.org/AgendaCenter/Representative-Town-Meeting-40

Jan. 27, 2025, Committee Meeting: Initial meeting on this issue, which was referred following a request from the First Selectman to establish annual increases for the Town Clerk, Tax Collector, Treasurer and Registrars using the percentage rate approved for non-union management personnel. Public comment by RTM Moderator Goldstein preceded brief discussion. Unanimous vote to report the issue out of committee with a recommendation that, effective July 1, 2025, all elected officials' salaries be increased annually by the percentage approved for non-union management.

Apr. 7, 2025, RTM Meeting: FWP Chair Colonis presented the Committee Report and recommendation for RTM approval. Minority Leader Driscoll offered documents showing that previous and proposed scheduling of elected officials' raises were in conflict with Amendment XIX of the CT Constitution. Discussion ensued; consideration of recommendation tabled until June.

June 2, 2025, RTM Meeting: Town Attorney Kepple expressed his concerns regarding the language of the recommendation. FWP Chair Colonis withdrew the recommendation from consideration of the RTM so the Committee could address those concerns through further review and revision before submission of a new Report and recommendation.

Jan. 27, 2026, Committee Meeting: Initial meeting of new term. Public comment by Town Clerk Campo on current salary structure for elected officials and how benefits such as insurance and retirement contributions should be incorporated to reflect total compensation accurately. Chair offered a brief recap of the three issues referred in previous term; consensus to address the oldest issue—elected officials' salaries—first.

Feb. 17, 2026, Committee Meeting: Director Allen shared some legal insights from Town Attorney Kristi Kelly regarding the RTM's authority over elected officials' pay. The team talked through the Constitutional rule that limits raises to once per term, and everyone agreed to gather some more *background data on past and current salary trends*.

Mar. 24, 2026, Committee Meeting: Director Allen presented a breakdown of health insurance premiums for participating elected officials. In discussing raise logistics, the team noted that applying the constitutional two years and one day rule per term is tricky to schedule, given that start dates are staggered by office and change from term to term. *While some past raises were handled incorrectly, the consensus was not to retroactively reclaim those funds.*

Apr. 14, 2026, Committee Meeting: The Chair distributed a draft recommendation summarizing our previous agreements. She explained that the first page covers the fundamentals—such as the one-raise-per-term rule, timing differences by office, insurance opt-ins, and HR's role—while the second page outlines the legal framework and a visual schedule for implementation. After noting two minor typos to correct, she opened the floor for discussion.

The committee's conversation covered:

- A review of raises from the past decade (noting that the 1.5% figure is the average of those raises).
- How current salaries stack up against the latest CCM survey.
- Elected officials' pension eligibility after five years of service.

Additionally, Director Allen confirmed she has notified HR that the raises in the FY27 budget should not be implemented.

Motion by Besade, second by Khan to approve the recommendation document with typos corrected. Voice vote: Unanimous. Motion passed.

Motion by Moreshead, second by Besade, to report this issue out of committee with a recommendation that the RTM approve the proposed salary increase schedule with insurance opt-in provisions to establish a predictable and legally compliant compensation structure

Submitted by
JoAnna Bennett
Finance, Wage & Personnel Chair

Enclosed:
Revised Recommendations dated April 15, 2026

Recommendation: Salaries of Elected Officials Serving Four-Year Terms

I. Purpose and Statutory Authority

Pursuant to the Connecticut State Constitution and legal guidance provided by Town Attorney Kelly, this proposal seeks to establish a predictable, fair, and legally compliant schedule for the compensation of salaried elected officials serving four year terms.

Under state law, the RTM may only increase compensation for salaried elected officials serving four-year terms once, after the official has completed two years of their current term. Furthermore, such raises must only apply prospectively.

II. Proposed Salary Adjustment Structure

To balance the necessity of maintaining comparable compensation with the need for fiscal responsibility to the taxpayers, the following adjustment schedule is proposed:

- **Adjustment:** A fixed 1.5% increase shall be applied once per four-year term.
- **Effective Dates:** To ensure clarity and administrative consistency, raises will be triggered as follows:
 - **Board of Selectmen and Tax Collector:** Officials beginning their term in November will receive the adjustment on December 1st immediately following completion of two years of service.
 - **Town Clerk and Treasurer:** Officials beginning their term in January will receive the adjustment on February 1st immediately following completion of two years of service.

III. Health Benefits and Cost-Sharing

To align salaried elected officials' benefits with town labor standards and ensure equitable contribution, the following policy continues to apply:

- **Opt-in Requirement:** Salaried elected officials who choose to participate in the Town's health insurance plan shall be required to pay the co-share premium at the rate approved for the NUMPS (Non-Union Management Personnel) or equivalent bargaining unit.

IV. Administrative Oversight

- **Tracking:** The Department of Human Resources shall be responsible for maintaining a master roster of term start dates and ensuring the 1.5% adjustment is implemented on Dec 1st or Feb 1st in the appropriate year.
- **Future Review:** This policy is intended to provide a long-term framework; however, the RTM retains the authority to revisit, adjust, or sunset this structure through future legislative action as economic conditions dictate.

Raise Implementation Schedule for Salaried Elected Officials

Amendments to the CT Constitution

Article XIX

Adopted Nov 24, 1982

Except as provided in this section, neither the state nor any political subdivision of the state shall pay or grant to any elected official of the state or any political subdivision of the state, any compensation greater than the amount of compensation set at the beginning of such official's term of office for the office which such official holds or increase the pay or compensation of any public contractor above the amount specified in the contract. The provisions of this section shall not apply to elected officials in towns in which the legislative body is the town meeting. The compensation of an elected official of a political subdivision of the state whose term of office is four years or more may be increased once after such official has completed two years of his term by the legislative body of such political subdivision. The term "compensation" means, with respect to an elected official, such official's salary, exclusive of reimbursement for necessary expenses or any other benefit to which his office would entitle him.

https://www.cga.ct.gov/asp/Content/constitutions/Constitution_State_CT.pdf

Official	Election Date	Term Starts	Eligible for Raise	Implement 1.5% Raise
Board of Selectmen (includes First Selectman)	Nov 2, 2027	Nov 16, 2027	Nov 17, 2029	Dec 1, 2029
Tax Collector	Nov 2, 2027	Nov 16, 2027	Nov 17, 2029	Dec 1, 2029
Town Clerk	Nov 2, 2027	Jan 3, 2028	Jan 4, 2030	Feb 1, 2030
Treasurer	Nov 2, 2027	Jan 3, 2028	Jan 4, 2030	Feb 1, 2030
Board of Selectmen (includes First Selectman)	Nov 4, 2031	Nov 18, 2031	Nov 19, 2033	Dec 1, 2033
Tax Collector	Nov 4, 2031	Nov 18, 2031	Nov 19, 2033	Dec 1, 2033
Town Clerk	Nov 4, 2031	Jan 5, 2032	Jan 6, 2034	Feb 1, 2034
Treasurer	Nov 4, 2031	Jan 5, 2032	Jan 6, 2034	Feb 1, 2034
Board of Selectmen (includes First Selectman)	Nov 6, 2035	Nov 20, 2035	Nov 21, 2037	Dec 1, 2037
Tax Collector	Nov 6, 2035	Nov 20, 2035	Nov 21, 2037	Dec 1, 2037
Town Clerk	Nov 6, 2035	Jan 7, 2036	Jan 8, 2038	Feb 1, 2038
Treasurer	Nov 6, 2035	Jan 7, 2036	Jan 8, 2038	Feb 1, 2038

CT General Statutes Chapter 146 Sec. 9-189a https://www.cga.ct.gov/2025/pub/chap_146.htm#sec_9-187a

- * BoS/Tax Collector: term starts by 2nd Tuesday following election
- * Town Clerk/Treasurer: term starts on first Monday of Jan following election

Note: Currently, these are the only salaried elected officials serving 4-year terms. The Registrars receive compensation, but serve 2-year terms, so the timing restrictions cited do not apply to that office.

No Backup Provided